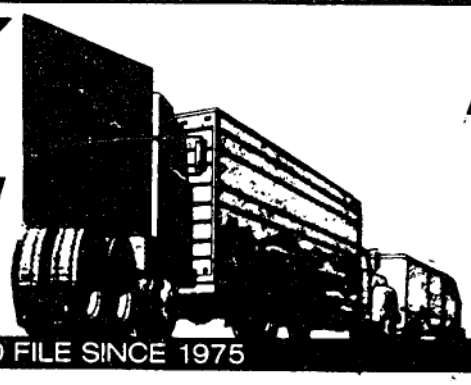
Presser Makes $283/Hour; 116 Officers in $100,000 Club — page 7

TEAMSTERS DEMOCRATIC UNION

CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1987
#72



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Labor Relations Board Rules:

Southern Conference Cut Deal on Road Casual Pay

Did Southern Conference Freight Director Don West cut a deal with freight employers to allow substandard pay for road casuals? According to the National Labor Relations Board (NLRB), he did. In July the NLRB issued a complaint against the International Union, charging that the Southern Conference Area Teamster Negotiating Committee agreed to a road casual rate of pay, then tried to cover up the deal and deny that it ever existed.

According to the NLRB complaint, the casual rate of pay was agreed to "on or about March 3, 1985" by Southern Conference negotiators. The negotiating committee was headed up by Local 612 (Memphis) Director Don West. He is a Presser-appointed IBT VP. The pay rate agreed to was 27.5c/mile for the first year of the contract, 28.75c/mile for the second year and 30c/mile for the third, or current year. When reached by TDU, the NLRB officials would only comment to TDU that "the complaint speaks for itself."

Last year, TDU Attorney Arthur Fox and several Teamster members prepared to file suit over the lower rate of pay in the Eastern and Southern areas. When the NLRB became involved, legal action was put on hold pending the outcome. In the June issue of *Convoy Dispatch*, we reported on the NLRB's decision that no road casual rate had been agreed to by union negotiators in the East. Although that decision is now under appeal, Eastern Conference freight Teamsters should be demanding full back pay.

Initially, Don West told members that he saw nothing wrong with the pay sell-out, which cost drivers millions of dollars and flooded the highways with casuals. Then on March 10, 1986, he sent a letter to employers stating that he never made such a statement. Despite his current position, *Convoy Dispatch* reporters called the Local 612 hall to get his comments. The calls were not returned.

William McBride, a Mississippi Local 891 CF driver and one of many Teamsters who have lost thousands of dollars in this scam told us that "I've always been under the impression that we work under a contract and that the contract was law. The casual rate of pay for road drivers wasn't in the contract and now we find out that somebody made a secret deal with the companies. That means that we were tricked and the whole contract was a fraud."

Legally, the union has an obligation to inform members of what is in a contract before it is voted on. When the 1985 freight contract was up for a vote, officials stated that there was "no casual road rate." Either the employers have lied to fool the NLRB, or Southern Conference officials have lied. Either way, thousands of drivers have been ripped off. They are entitled to be made whole for the millions of dollars lost through this deal.

As news of the NLRB decision has leaked out, Southern Conference drivers have called the TDU office to ask what can be done. TDU attorneys are reviewing the situation. No matter what legal avenue is taken, it can't happen without support: the support of Southern drivers and all Teamsters. See page 12 to find out what you can do.

Did He or Didn't He?

According to the Labor Relations Board Teamster Vice-President Don West, who we pay $146,221 a year, made a secret deal that gives road drivers across the South a two-tier pay rate.

Reports Show Over $1 Million Was Spent on Las Vegas Parties

Reading the union financial reports can reveal much more than the inflated salaries many of our top officers are receiving. Remember the parties different IBT conferences threw in Las Vegas last year? At the Eastern Conference party, Jackie Presser was the guest of honor. Four professional weight lifters carried him into the party, emperor style, on a sedan chair. After this fun moment, everyone dug into the mountains of crab, caviar and other delicacies.

It sure was one hell of a party, *as it should have been, since it cost $647,960!* This incredible sum was paid for by Eastern Conference members, from their dues, as recorded in the official LM-2 report filed with the Department of Labor. Too bad no rank and file Teamsters were invited, at least they would have gotten something for their money.

In comparison, Central Conference members got off cheap. The party thrown by Central Conference officials cost only $384,748, making them look like outright cheapskates compared to Eastern Conference bigshots. The Western Conference also threw a party in Las Vegas, but the cost is not recorded anywhere in the LM-2 report. Members may want to ask their local officials how much of their dues were spent for the party.

There has been much talk lately about corruption in our union. These figures show that corruption comes in many different forms. Corruption is more than individual officials getting convicted of racketeering or embezzling. Corruption is a cancer that wastes our union's resources and drains it of its life-blood.

There is also the question of priorities. How do the sums paid for these lavish parties compare to the amounts spent for organizing? During 1986, the Eastern Conference spent $7,000 on organizing grants (about 1% of that spent on Presser's party). Reports show that the Central Conference spent only $2,557 on organizing, or ½% of the price of their Las Vegas party.

If you or other members you know are still asking the question "Why join TDU?" we think this will answer your question. The time has come to set our union's priorities straight, before it's too late. For more information on IBT financial reports, see pages 6 and 7.

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TDU Convention
October 10–11
Windsor, Ontario
see page 11 for details

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

From the Members

Coincidence?

Labor has taken it on the chin as of late. The minimum wage has been frozen at the $3.35 level for some time. Although there has been talk recently of moving it up to a more equitable and livable level, it remains just talk. The air traffic controllers were fired when they struck over job stress and burnout. Union members have had their wages, benefits and job security cut or eliminated by all sorts of aggressive employer tactics. Labor has had little, if any, true representation. One of the most fascinating stories in this decline of labor has been that of the Teamsters Union or "Jackie Presser and Friends."

It must be pointed out that the Teamsters Union has two distinct parts: Jackie Presser and Friends and the working membership. This story involves the first group.

Coincidence #1: The federal government continues to build a case on racketeering against Jackie Presser and Friends, and has enough to put them in jail for 1,000 years (give or take 100).

Coincidence #2: As the presidential elections neared in 1980 and 1984, it became clear that Ronald Reagan had the lead.

Coincidence #3: The Teamsters (Jackie and Friends) endorse Reagan for president and support the Republican Party, being the only major union to endorse Reagan in the 1980 and 1984 elections.

Coincidence #4: Ronald Reagan is elected.

Coincidence #5: Teamster freight contracts in 1982 and 1985 are some of the biggest sellouts and givebacks of any labor agreement in history. They are almost unrecognizable as labor agreements. Big business is smiling from ear to ear.

Coincidence #6: As the Presser trial draws near, it's announced that Jackie has been a spy for the government all along, spying on organized crime. Obviously, you don't put your own informers in jail, and so far Jackie and Friends' have walked away free and clear.

This kind of sounds like a plot from a B movie (come to think of it, that's where our president came from). And now you get the idea of why the rank and file were sold down the river—to keep others from being sent up the river.

The government has recently unveiled plans to place the union in trusteeship. It's amazing how this announcement coincides with the upcoming 1988 Master Freight Agreement negotiations. Could it be that the government is trying to threaten Jackie and Friends into giving up even more in the next contract? Or is it just a coincidence?

Jim Bartholomew
Local 385
Orlando, Florida

Phoenix Roadway Three Tier Pay

I am writing regarding the three-tier pay scale in Phoenix, Arizona with Roadway Express and Local 104.

In recent weeks, Roadway has hired and put on the line extra board about 15 people. The line extra board is a rotating or first-in first-out board. Prior to hiring the new drivers, work was slow and there was barely enough work for those already on the payroll. With the addition of new drivers, the men are now working one day and off two. Those of us who are close to the situation have noticed that the longer paying runs are being given to the 70%ers. This has been viewed by some as a manuever to force the 100%ers or full-pay drivers to quit. Obviously, it would benefit the company to have only partial pay drivers on the board.

Local 104 has indicated that they see nothing wrong with this practice. It doesn't take much imagination to figure out that this set-up is also good for the local. It means more members paying dues, more unemployed drivers being put to work. In theory that might sound fine, unless you are one of the drivers who had a good, steady income until the hiring of new drivers at a 70% rate.

We have asked Local 104 for a seniority board on several occasions. Each time we have been given a firm denial to this right. Just last year, a petition was presented to union officials with the signatures of 75% of the drivers asking for a seniority board. We were again denied.

Local 104 has been and is now against seniority. It is a trademark of this particular union local to turn down or deny all issues concerning seniority. In 1983, Local 104 held an election in Kingman for a seniority board, and the vote was carried two-to-one in favor of it. The relay manager rejected the idea and the local dropped the issue. To this date, the members' wishes have not been carried out.

Roadway and Local 104 are trying to squeeze out the full pay drivers. The new hires receive a one week indoctrination as to how good the company is to them and how they help their drivers. The opposite is true, however, as they do not stand behind any driver that they have. The only thing Roadway is interested in is how much they can get out of a driver for nothing.

Robert Russell
Local 104
Phoenix, Arizona

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Dan Campbell, #486
Joseph Day, #170
Linda Gregg, #435

Organizer:
Ken Paff, #407

Trustees:
John Braxton, #623
Mike Friedman, #407
Doug Mims, #728

Members:
Doug Allan, #208
Millie Grant, (#728)
Diana Kilmury, #213
Tom Pizzuto, #863
Mike Savwoir, #41
Pete Sercombe, #150
Gail Sullivan, #278

Alternates:
Archie Cook, #705
Sam Fenn, #63
Delmar Bequette, #600

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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OUR HISTORY IS UNION MADE
LABOR DAY
GET BACK TO WORK YOU LAZY SLUG!!
RELAX POP, IT'S HIS DAY OFF, IT'S LABOR DAY, YOU KNOW, THE DAY INITIATED BY THE KNIGHTS OF LABOR BACK IN 1882, THE DAY CELEBRATED BY SO MANY WORKERS THAT IN 1894 GROVER CLEVELAND MADE IT A NATIONAL HOLIDAY!
THE DAY WHEN WE CELEBRATE THE CONTRIBUTIONS THAT LABOR PEOPLE HAVE MADE IN IMPROVING THE AMERICAN WAY OF LIFE. IT'S THE GREAT WORKERS' HOLIDAY!!
IF IT'S THE WORKERS' HOLIDAY HOW COME BOSSES GET THE DAY OFF TOO ?!
KONOPACKI
©'87 HUCK/KONOPACKI LABOR CARTOONS

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1986 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

I'll Be There

Angela Kircher
Roadway road driver
Local 961, Denver, Colorado

I attended the TDU Convention for the first time last year, and it was inspiring to congregate with a group of people who cared about the future of our union. I met a lot of interesting people from all parts of the country. The educational workshops—I wasn't able to attend them all— were very helpful and informative. I hope that you will make plans to attend the 1987 TDU Convention in Windsor, Canada. You won't be disappointed.

Stewards' Corner

Getting Info From Your Company

Under the National Labor Relations Act, employers have an obligation to provide the union with all information they need to carry out their duties as bargaining agents. This includes the union's right to information relating to grievances.

The employer is obligated to release information such as attendance records, personnel files, names of witnesses, payroll records, time-study records, company memos, and any other relevant information.

How Do You Get These Records?

Obviously, access to information can be crucial in a grievance situation. For example, the union can request information on a company's use of brokers or railing of freight. In some Teamster locals, however, there seems to be a reluctance to go after the information needed to process and win important grievances. As a steward you need to know how to proceed, even if the BA is reluctant.

The first step is to put your request in writing. The request must be made in writing and sent by certified mail. Remember, your request must be specific. Here's an example of a request letter in the case of a discharge:

Dear Mr. Boss:

In order to prepare the discharge grievance of Joe Dockhand, I am requesting the following information from the company: 1. Joe Dockhand's complete personnel record; 2. the tardiness records of all other employees over the previous nine months; 3. the names of all employees disciplined for tardiness within the past nine months, with the date and description of each discipline.

Points on Gaining Access to Company Information

- When requesting attendance records from the company, the union does not have to receive written authorization from each employee.
- When requested information is brief, the company can restrict the union to reading the material and taking notes. But if the material is large, and it would be a burden to copy, the employer must either provide photocopies or permit the union to make them. The union generally does not have to pay for copying costs, and would be required to only if the company can show that substantial costs are involved. If substantial costs bargain over the cost.
- The company cannot claim that providing the information would be too great a burden in terms of clerical hours needed to provide the information.
- Requests for information can be made any time before a grievance hearing or arbitration. If the request can be satisfied in the remaining time, the employer must comply.
- Unions can request information and disciplinary records on employees outside of the bargaining unit to determine if rules are uniformly applied within the company.

Case Study: Using Your Right to Information to Stop Subcontracting Or the Use of Brokers

A good example of a situation where getting information from the company is crucial is when you suspect they are subcontracting union work. In this case, the union is entitled to get a broad range of information, including the names of other companies, leasing agents or railroads doing work for the employer. Any correspondence with other companies or brokers, copies of contracts, invoices, trailer numbers, freight hauled or other similar information must be handed over to you.

Of course, the more you already know the better prepared you will be to request the information you need. This is why it is so important to get members involved in scouting out and collecting information. For example, yard shifters or jockeys keeping track of trailer numbers, or warehouse workers watching out for brokers taking shipments that should be handled by union drivers.

Last Word of Caution

sentation is poor, a union representative will tell you that they will file a grievance over the employer's failure to provide information. Do not fall for this. The local has the right to information before going through the grievance procedure. The proper enforcement mechanism is the NLRB, where the local is on firm legal ground and the chances of losing are far less than before a grievance panel where 50% of the "judges" are company people.

Legal Briefs

Court Overrides NLRB in Blacklisting Case.

The Federal Court of Appeals in New York has ruled that Local 282 many not arbitrarily refuse to appoint dissidents in the local, including TDUers Walter Kudla and Richard Van Romer, to working Teamster foremen positions required on every major construction site in New York City. Even though the court agreed with an NLRB decision stating that union officials could use "loyalty" as a criterion for deciding who to appoint to the high-paying posts, it held that "loyalty could not be used to mask discrimination." The case was returned to the NLRB to hear evidence that union officials gave the jobs to convicted criminals, friends and relatives who had no experience in the trucking industry.

Gate to Gate Update.

The gate-to gate lawsuit filed on behalf of all Teamster road drivers working under the terms of the Carolina supplement is going strong. The plaintiffs have taken depositions of Conrad Sides, Local 71 President. Sides admitted that the union had always felt that the gate-to-gate mileage should have been payed retroactive to contract date, or December 1, 1985. He placed the blame for the delay on the Bi-State Grievance Committee. The lawsuit continues, with additional discovery to take place on both sides. Teamsters interested in getting more information on the suit or in contributing to help out should write to Carolina Teamsters for Justice, 1703 Fern Forest Drive, Gastonia, North Carolina 28054.

UPS Guilty of Sex Discrimination.

A U.S. District Court Judge has ruled that Warwick, Rhode Island part-time supervisor Diane Marley was discriminated against in job assignments, work hours and evaluations. Judge Raymond Pettine ordered UPS to reinstate Marley to her job and pay her over $44,000 in back pay. According to Marley, her supervisor Raymond Aubin carried out a "campaign of demeaning conduct" against her. Hard to imagine from UPS management, isn't it?

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design—the Professional Drivers Council of TDU is here to help you. Contact us today at PROD/TDU, 2000 P Street, N.W., Room 612, Washington, D.C. 20036, (202) 785-3707.

Resources for Stewards

1. TDU STEWARDS MANUAL. An extensive guide written for Teamster stewards. Price: $4 each; $3 each for 5 or more.

2. LEGAL RIGHTS HANDBOOK. A comprehensive book writen by labor attorney Ellis Boal that tells all you need to know about your rights on the job and in the union. Price: $8 each; $5 each for orders of 5 or more.

3. GETTING THE MOST FROM THE GRIEVANCE PROCEDURE, Short and to the point explanation of the grievance procedure. Price: $1.

4. THE LEGAL RIGHTS OF UNION STEWARDS. Written by attorney Arthur Schwartz, this 70-page guide focuses on the legal information a steward needs to know. Photocopies of the draft edition available for price of $5.

Please send me _____

Enclosed is _____.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, P.O. Box 10128, Detroit, MI 48210

Lancaster, Pennsylvania

Yellow Attacks Job Classifications

As reported in previous issues of *Convoy Dispatch*, a major goal of employers in the coming contract talks will be "maximum personnel utilization." Translated, this means destroying job classifications and creating the ultimate freight worker: a combination dock/city/yard/road employee. The bottom line is fewer Teamsters doing more work, elimination of premium pay, and the employers' ability to jack around the work to the lowest paid workers.

The employers' dream is becoming reality in (you guessed it) Central Pennsylvania, where we first saw the 70% clause. Look at the new yard work agreement imposed at Yellow's giant Lancaster, Pennsylvania breakbulk.

Who Can Do Yard Work

a) Road drivers going to or coming from a non-layover run will drop, hook and scale as needed.

b) Jockeys (yardmen).

c) Yard/dock combination employees. This classification is for yard work, but members can be made to work the dock at any time. Yet no yard/dock employee shall have a claim on dock work.

d) Dock/yard combination employees. This new classification is primarily for dock work, but members can work up to four hours per shift in the yard when other jockey resources are not available at straight time.

e) Jockey/city extra board. This group is not guaranteed a 40-hour week. To be used as back-up to jockeys and yard/dock combination employees. Also back-up for local P&D drivers. While this category has no claim to road work, they will be "permitted" to run the road on a daily, weekly (or longer) basis whenever the company desires. Drivers in this category will also be used on weekends to run casual road trips before or after their regular work.

f) City supplemental board drivers. The company may call these workers in to work in the yard.

g) Casual jockeys. "The company shall attempt to recruit and build a group of casual jockeys. Casuals will be used when jockeys, yard/dock and jockey/city extra board are not available *at straight time*. This is a gold mine for the company.

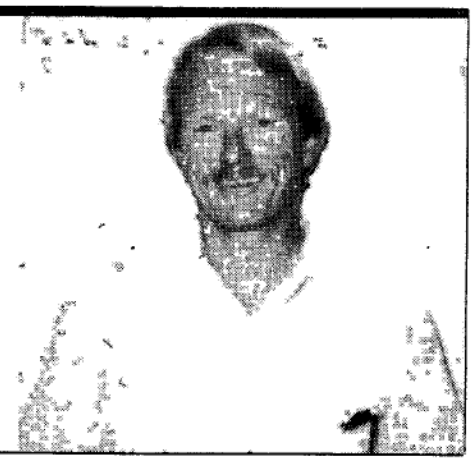
h) Qualified dock workers. Company may use dock workers to work in the yard. Also, any qualified person may perform P&D work in "emergencies."

The punchline is summed up in the deal: "The company shall always have the right to utilize any personnel at straight time rather than pay premium time." Finally, if any of the positions cannot be filled in these classifications, drivers from the road extra board will be forced to fill the bids.

It's damn hard to fight the carriers, Yellow or others, one barn or one local at a time. That's why we need to be organized, educated and ready for the future, and specifically for the next contract. Joining TDU is a step in the right direction.

I'll Be There

Scott Askey
Yellow Freight
Local 63, Barstow, California



I will be attending the TDU Convention in Windsor, Ontario in October because I am tired of being a part of a lazy membership that whines about union corruption, snivels about substandard contracts and cries about being victimized due to lack of personal involvement in charting their own destiny.

Drivers In Bind Thanks to Roadway and Local 728 Agreement Over Tickets

Roadway and Teamsters Local 728 have reached an agreement that will potentially endanger the license of every Roadway driver in the Atlanta area. Under Georgia law, there are strict penalties for violating traffic laws that restrict double bottom and 102" wide trailers to designated highways. While other carriers in the area have complied with the laws, Roadway violates them daily.

Roadway has refused to acknowledge the illegality of dispatching doubles and 102s from the Norcross, Americus and La Grange satellite terminals—all of which have wholly or partially restricted access because of the heavy traffic leading to them. For example, the Norcross terminal can be reached by two routes, one which prohibits doubles entirely, the other which permits them only between 6 pm and 7 am. At CF, just down the street, they honor the time restriction on doubles, yet Roadway dispatches at all hours, even during the heaviest rush hour traffic. Roadway's refusal to honor the law has resulted in many drivers receiving tickets and at least one being threatened with license revocation by the state.

After several grievances were filed, Local 728 and Roadway met and worked out an agreement, now posted at the Atlanta terminal, that Roadway would assume responsibility for all tickets. This only solves a minor part of the problem, the cost of the ticket. It doesn't deal with lost points that result from each ticket, nor does it protect drivers found in violation of the law: In the case of an accident, the driver could be charged with reckless driving or vehicular manslaughter, while Roadway goes scot free.

The union has warned drivers not to refuse a doubles load, arguing that it may come on a day that the state relaxed doubles restrictions and the union couldn't do anything for them if they were fired.

Needless to say, drivers are furious at the company's and union's attitude. Complaints are being filed with the appropriate agencies in the hopes that Roadway's lawbreaking and endangering of drivers' livelihoods will stop.

Freight Lines

American Carriers Buys Smith's Transfer.

American Carriers, the owner of American Freight System, has agreed to purchase Smith's Transfer from ARA Services. The reported price is $14 million. Smith's will be operated as a separate subsidiary until a new corporate structure is arranged. It is expected that Smith's and American Freight will be merged together, creating one of the largest truck lines in the U.S. Before the sale is completed, ARA will repurchase shares in the Smith's ESOP program (established in January 1986) at a small fraction of what employees paid for them. American Freight does not have an ESOP. Some concern has been expressed over two other subsidiaries of American Carriers, USA Eastern and USA Western. USA Western is non-union.

Yellow Change of Ops.

The hearing on the I-80 relay change of operations in Chicago was merely a formality, as noted in Yellow Freight inter-office correspondence. The change of operations hearing scheduled for July 15 in Chicago wasn't even over when Yellow began posting sign-up sheets for bidding into the master pool at 1 p.m. Big losers: Barstow (291) and Kansas City (92). Gainers were Flagstaff (121 drivers), Lincoln (89 road drivers) and Cheyenne (82). Chicago, which lost heavily in the last change, will be back at full force again by gaining 56 drivers and 5 dockhands.

Barstow Management Screws Up on Drug Testing Again.

You'd think they'd get it right, but after two years of litigation and an order from the judge to reconvene a panel in the case of fired Yellow employee Jerry Westover, Yellow Freight continues their shoddy and discriminatory drug testing in their Barstow terminal.

Once again, an employee was placed under surveillance for no apparent reason, and dragged into the office for "probable suspicion" (which the company wouldn't document). Yellow then screwed up the test results. The company claims the fired employee tested positive, but an independent test done immediately after, at another clinic, found nothing in the urine sample. Maybe Kansas City can find something more constructive for Barstow management to do than to harass its employees and create suspicion and mistrust among the workforce.

Missippippi Casual Finds Out He Has No Rights.

A casual employee at Yellow Freight's Jackson, Mississippi terminal recently received a rude awakening from the company and the union. After being used for two years on a regular basis, he was let go by the company. Yellow didn't have to give a reason, of course, but they did. They said the employee was "drinking off-duty in Houston." The company then had to back up their reasoning and give the fired casual his day in court. Local 891 did file a grievance and took it down to the Southern Multi-State Panel, where the company and union big shots declared the grievance was improper before the panel because casuals can't file grievances. Abuse of casuals hurts everyone, regular employees and casuals alike. The union has a duty to process all grievances and protect its members from unsubstantiated accusations.

TNT-Pilot's Annual Income Protection.

In 1985 Teamsters at Pilot granted concessions, taking a 10% wage cut below the NMFA rate for three years. It was a better deal than the ESOPs, since it was 10% instead of 15%, was voted on by secret ballot, and ends before the next NMFA. But it also contained a promise of a *guaranteed* job, or the so-called "Annual Income Protection." A number of Pilot employees have contacted us to point out what a fraud this is. For example, a majority of the Pilot employees in Rochester are on layoff, yet none of them qualify for any money. This is because the company just has to lay them off before April 1 of any year to get them disqualified from the deal! And, of course, the company can still use them on-call as needed. Some union officials sold this clause as a great plan. The reality is somewhat different.

New York Local 138

Democracy Equals Decent Contract

Bucking the trend of being forced to accept concession-riddled contracts, the 500 members of New York Local 138 employed at Cory Delivery have won a decent contract after striking their employer for 17 days.

Joseph Cory Delivery Service, a furniture warehouse and delivery company with barns in Elizabeth and Jersey City, New Jersey, is one of the largest employers under contract with Local 138. The local covers various warehouse and delivery employers around the greater New York area. Last fall a TDU slate swept the local elections.

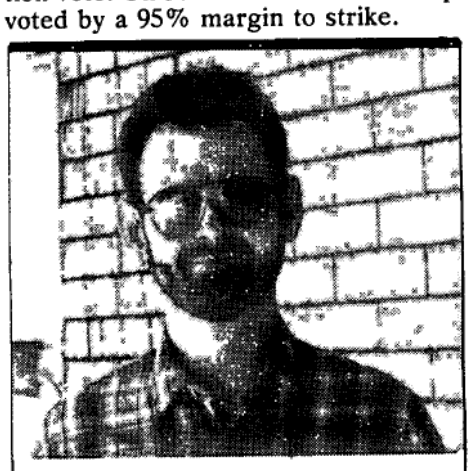
As soon as the TDUers took office in January, Cory management demonstrated an uncooperative attitude to the new officers and to their plans to increase membership participation. One way participation was increased was through an elected negotiating committee that attended all sessions and was constantly consulted on tactics and policy.

Negotiations began with a bang when Cory refused to discuss the original demands put forward by the negotiating committee. Management insisted that new demands be submitted, but the committee stood strong and was able to get management to back down. Both sides continued to meet, making slow progress, until just before the June 20 expiration date, when talks ground to a halt.

Management was insisting that the union separate the Cory pension [illegible] employers. Members viewed this as an attempt to weaken the multi-employer pension plan, and the negotiating committee asked for a strike authorization vote. On June 28 the membership voted by a 95% margin to strike.

During the strike the picket lines were solid. The company didn't try to hire scabs, and furniture stores and customers pressured Cory to settle. Thanks to the strong membership stand, a new proposal was worked out. It included raises of 62½ cents per year; increases in the pension contribution rate (Cory also dropped their demand for separation of the pension fund); a 75% increase in dental benefits; increase in maximum medical benefits to $250,000; and a reduction in the number of months needed for new hires to reach top wage rates (from 30 to 20 months). A number of other improvements were made in benefits and seniority rights.

On July 17, the proposal was accepted by a vote of 287-87. The Local 138 membership and leadership had proven that union democracy is more than just a good idea, it is the only way to build a strong, militant union.



I'll Be There

Don Landis
PIE
Local 773, Nazareth, Pennsylvania

I urge all Teamsters concerned about the future of our union to attend this year's TDU Convention. This past year in the Eight Cities area of Pennsylvania, we used the skills and experience we gained from last year's convention to make significant progress in recruiting, organizing and solving problems. The TDU Convention has it all: information, inspiration and camaraderie with Teamsters from all over the United States. Ask yourself, can you afford not to go? I'll see you in the City of Roses this October 10 and 11.

Presser Trial To Be Delayed Till October

On July 24, Judge George White delayed the trial of Jackie Presser for the ghost employee scam. It had been slated to begin August 10. Now it will likely start in October.

Presser's attorney John Climaco (who is also IBT General Counsel) presented sealed medical documents to the court in asking for a delay. Presumably, these documents related to Presser's operation to remove lung tumors last January and his ongoing chemotherapy since that time. Presser has recently stated to meetings of officers that he is "fully recovered" and "working 12 hours a day."

Climaco also asked for a delay to have more time to continue his efforts to examine more confidential Justice Department and FBI records. Presser's defense is that he kept nonworking persons on the payroll but was "authorized" to do so by the FBI, for whom he was an informant from 1972-1985. Crime figure John Nardi, Jr. and Presser's uncle Allen Friedman were convicted as ghost payrollers. Presser associates Harold Friedman and Tony Hughes are also to stand trial.

Ex-FBI Agent: Presser Offered Money

Newly filed court documents in the Presser ghost employee trial reveal that ex-FBI man Robert Frederick admitted to the Justice Department that Presser aide Tony Hughes promised him money if he got indicted or sent to prison. He also admitted, the new documents reveal, that Hughes gave him things of value. And he admitted that he held secret meetings with Presser's attorney, John Climaco, and falsified FBI records to cover up the meetings. He ended each meeting with the words, "These meetings never occurred."

Frederick, who has been indicted for [illegible] Presser in the cover-up [illegible] that the Justice Department told him or implied he had been granted immunity when he made those damaging admissions. A district court judge agreed with Frederick and the matter is now before the appeals court, which is where the new documents came out.

Central States Rule Could Deny You Medical Benefits

Teamsters under the Central States Health and Welfare Fund should be aware of a rule which is denying medical benefits to at least one Teamster and possibly many more.

Roadway driver Ray Wilson, a member of Akron Local 24, was planning to retire this year at age 61, after 40 years as a Teamster. Over the years, Brother Wilson has driven for 24 different Teamster companies, usually changing jobs due to bankruptcies. He has worked under both the Central States benefit plan and the Western Pennsylvania plan.

Wilson was ready to retire with a combined pension of $750 per month from the two funds, but then was told by Central States Health and Welfare that he would have no medical insurance. The reason given was that while the Central States and Western Pennsylvania pension funds have a reciprocity agreement, the two health and welfare funds do not. Because Wilson's current job under the Central States plan has only been since 1984, he was told that he would have to work until September 1989 before he could retire with health insurance. Though Wilson has 11.5 years of pension credits from Central States, the health and welfare fund insisted that he had to have five years of current service to get any insurance.

Even Jackie Presser didn't think this was fair treatment of a Teamster with 40 years service. In a letter to Central States Director George Lehr, Presser stated, "Due to Mr. Wilson's many years of service, reconsideration should be given regarding his benefits."

Central States still refused. Last month, Central States Benefit Services Director Albert Nelson wrote to Wilson and told him that he would get nothing. In what can only be described as cruel sarcasm, Nelson added, "We do appreciate your 40 years of loyalty to the Teamster industry and we are sorry we could not be of more help."

The Central States Health and Welfare Fund's annual report for 1985 listed its assets at $182.4 million. One can only wonder why they were not willing to help this 40-year Teamster retire with dignity.

Short Takes

Employers Fear TDU. What is the employers' view of the potential Justice Department lawsuit against the IBT? The June 15 issue of *Transport Topics* (publication of the American Trucking Association) is enlightening. The article expresses their relief that nothing is likely to happen before the freight contract bargaining next spring, and it reveals their ultimate fear: that a new Teamster leadership could consist of "dissidents who in the past have bitterly opposed wage concessions and work rule changes."

This Month's Worst Boss. Readers may have their own nominations, but Wilmington, North Carolina UPS Center Manager Hal Greene recently did his best to live up to Boss of the Month. On Wednesday, July 15, Greene entered an employee's car and ripped down signs taped to the inside windows which stated "Dignity and Unity—Vote No." Greene admitted what he had done, asserting that it was company policy. But according to the National Labor Relations Act, it's illegal.

Somebody Upstairs Is Watching. In its unique efforts to keep employees on their toes, the nonunion Metro-Markets grocery chain has instituted a "Church Participation Pro-[illegible] encourage church attendance. The company makes contacts with area churches and informs church leaders when employees in their congregation are performing "well" or "poorly."

Presser Comments on Huge Salary. At a recent event, Presser was asked why he made over a half million dollars a year while many Teamsters are barely making ends meet. He replied, "What does how rank and file Teamsters are doing have to do with my salary?" When asked why the IBT didn't have a rule against officials making more than the highest paid members, he answered, "Because it's not in our bylaws...and we don't want it." At the same event Presser noted that there are increasingly only two groups in this country—those who have the wealth and those who don't. We wonder which group Jackie puts himself in.

It's All in the Viewpoint. "Focus on Freight," the employers' new program to get freight Teamsters to join the company "team," claims 86% of those surveyed are eager to do so. They didn't mention that only 6% of the readers responded to their survey! 86% of that is 5%. Of course, we would all like to be in a cooperative relationship with our employer, but the basis of unionism is solidarity of all Teamsters—not joining the employers' "team" to undercut fellow Teamsters who are on another "team."

$100,000 Club Grows 53%

Top Officials See Our Union as a Ticket To The Upper Class

On July 27, TDU made public the results of a two-month study of IBT financial reports filed with the Department of Labor. Study results show that under the Presser Presidency, the system of bloated salaries and benefits has grown steadily worse. Just two years ago, our report documented 76 officials making $100,000 or more. Since then the list has grown to 116 officials, an increase of 53%.

The total amount paid to these 116 officials in 1986 was an incredible $17,381,423. Two years ago the total was $12,021,884, reflecting a 45% increase since then.

$283 per Hour

Jackie Presser's total compensation from the four union positions he held in 1986 came to $588,353. Broken down it works out to an aggregate of *$283 per hour*, based on a 40-hour workweek. This does not take into account the many perks available to him, such as use of a condo in Washington, D.C., private jets and his chauffeur driven van.

Assuming that he spends the majority of his time as IBT President and less on the other three "full-time" positions he holds, Presser's highest hourly rate comes from Cleveland Local 507. He got $230,221 for that job. If he spends 10 hours per week performing duties as Local 507 Secretary Treasurer, he is pulling in $443 per hour. We wonder, does he pay dues of two-times his hourly rate?

Many of the officials on this list are the same ones signing two-tier and other concessionary contracts. Many also seem to agree that while major Teamster employers need greater "flexibility," Teamster members are "lucky" to have jobs at all. While some on the list are hard-working and honest union leaders, many others are totally unqualified or have been convicted by juries of taking payoffs or stealing from our treasury. And while some have been elected by the members in local elections, others (like Presser) have never run in even one membership election during their careers.

The double standard is even worse when you consider that most of these men (there are no women) also have three to four pension plans, and free luxury cars and other benefits at their disposal. Meanwhile, we have to fight for even slight improvements in our pension plans, and many Teamsters continue to have drastically substandard pension and health and welfare benefits.

What Happened to Unionism?

No other union pays its officers such inflated salaries. Few other unions are as undemocratic as ours. In fact, the $100,000 Club represents a system based on greed and personal enrichment, where union ethics, solidarity and representation go out the window. Only 2% of all U.S. citizens make over $100,000, yet all the key decision makers in our union are in this elite class. They see our union as a ticket to the upper class rather than as a workers' movement.

We Can Change This

We can bring our union back under the control of the membership and save it from destruction by this greedy system. It won't happen overnight, and it will take hard work, but that is what TDU is all about. Winning the right to vote for our top officers would be a giant step in the right direction. If you agree, be part of the solution by joining TDU.

Footnotes:

1. Presser, Friedman and Hughes are currently under indictment for the ghost employee scam. Presser's compensation rose $16,393 over previous year. Curiously, no legal fees paid on Presser's behalf are reported; further, IBT General Counsel John Climaco, who also serves as Presser's criminal attorney, is reported as receiving no salary.
2. Now deceased.
3. Lawson's compensation is listed in U.S. dollars and includes only what he is paid by the International Union. Figures for Canadian Conference and other Canadian affiliates not available and kept secret. Total compensation for Lawson in Canadian dollars is likely in excess of $300,000.
4. Vincent Trerotola also heads and controls two public employee locals (72 and 858) which file no reports. His total compensation is actually much higher.
5. Pisano and Rossetti were recently convicted of defrauding the members' health plan and are now in federal prison.
6. Schurr was recently released from prison on a work-release program, following his conviction for employer payoffs. This may explain why this International VP had a dip of $15,597 from last year.
7. Close resigned office in May, 1987.
8. Based in part on 1985 figures due to delinquent filing of reports.
9. Harry Davidoff was convicted of racketeering and extortion and is now in prison.
10. Couts resigned office in July, 1987.

Note: Because no reports are available from Canadian affiliates or U.S. public employee locals, this list omits other persons. The following individuals drew large salaries from the International Union. Taking unreported compensation into account, many of these people would be on the list above: Gaston Poisson ($96,034); Edward Zimmerman ($92,059); Louis LaCroix ($74,488); Lawrence McDonald ($73,730); Peter Moslinger ($65,685); John Thibeau ($63,463); Charles Thibault ($62,298); Barry Feinstein ($55,654).

Key: EC (Eastern Conference); CC (Central Conference); SC (Southern Conference); WC (Western Conference); IBT (International Union).

We Get Concessions,

List of B

All data compiled by TDU from hundreds of LM
Department of Labor. All figures include salarie
do not include other compensation such as mul

Name	City	Co
Jackie Presser[1]	Washington DC	
Harold Friedman[1]	Cleveland	
Arnie Weinmeister	Seattle	
Weldon Mathis	Atlanta	
Donald Peters	Chicago	
Joseph Trerotola	New York	
Joseph W. Morgan	Hallandale FL	
Carl Lindeman	Los Angeles	
Robert Holmes	Detroit	
Michael J. Riley	Los Angeles	
William Joyce	Chicago	
Luther Watson	Nashville	
Wm. Hogan, Sr.	Chicago	
William F. Genoese	New York	
Joseph Bernstein	Chicago	
Bernard Adelstein	New York	
John Kelahan	Chicago	
Jack Cox	Los Angeles	
Ben Leal	San Francisco	
Joseph Bernstein	Chicago	
C.W. "Bud" Smith	Wichita KS	
Anthony Hughes[1]	Cleveland	
Louis Peick[2]	Chicago	
Mitchell Ledet	New Orleans	
Charles Thompson	Okla. City	
Edward Lawson[3]	Vancouver BC	
Jack Yager	Washington DC	
Walter Shea	Washington DC	
Marion Winstead	Louisville	
Robert Sansone	St. Louis	
Dan Darrow	Akron	
Dennis Silverman	New York	
M. Adelstein	New York	
R.V. Durham	Winston-Salem	
Mark Davidoff	New York	
Robert Marciel[8]	Los Angeles	
William Evans	Cleveland	
Rocco DePerno[2,6]	Utica NY	
Robert Bernstein	Chicago	
Wm. Hogan, Jr.	Chicago	
Don L. West	Birmingham	
Wm. McCarthy	Boston	
Earl Bush	Los Angeles	
Vincent Trerotola[4]	New York	
Richard Hammond	Houston	
Anthony Distinti	New York	
Paul Hanoian	Providence	
Charlie Jones	Dallas	
Norman Green	Washington, DC	
Joseph Ballew	Seattle	
Walter Engelbert	Seattle	
Theodore Cozza	Pittsburgh	
George Rohrer	Los Angeles	
Joe Morgan, Jr.	Hallandale FL	
Raymond Fularczyk	Milwaukee	
John Cleveland	Washington DC	
A. Adelstein	New York	
Charlie Haddock	Dallas TX	

ions, Officials Line Their Pockets

Bloated Salaries Grows

eds of LM-2, LM-3 and LM-15 reports filed with the U.S.
de salaries, expenses and allowances from affiliates, but
ch as multiple pension plans, severance funds, etc.

	Total Compensation	Affiliates
DC	$588,353	IBT, OH Conf, JC 41, L 507
	537,919	IBT, OH Conf, JC 41, L 507, L 19
	450,437	IBT, WC, JC 28, L 117
	294,386	IBT, L 728
	294,087	IBT, L 743
	266,104	IBT, EC, JC 16
L	252,499	IBT, SC
	239,019	IBT, L 396
	235,714	IBT, CC, L 337
	227,444	IBT, WC, JC 42, L 986
	220,106	L 710
	191,702	IBT, SC, JC 87, L 480
	189,904	JC 25, L 714
	181,598	IBT, L 732
	181,161	JC 25, L 781
	180,843	JC 16, L 813, L 1034
	179,176	L 710
	177,735	IBT, L 572
:o	173,642	IBT, WC, JC 7, L 856
	169,900	L 781
	169,103	IBT, L 795
	167,248	IBT, JC 41, L 507, L 19
	164,670	IBT, JC 25, L 705
	[illegible]	IBT, SC, L 270
	161,120	IBT, SC, L 886
C	160,055	IBT
DC	155,907	IBT, CC
DC	155,339	IBT
	154,865	IBT, KY/WV Conf., JC 94, L 89
	154,801	IBT, MO/KS Conf, JC 13, L 682
	154,397	IBT, CC, JC 41, L 348
	154,043	L 810
	151,767	L 813, L 1034
m	150,520	IBT, L 391
	149,559	L 651
	149,112	JC 42, L 63
	148,367	IBT, JC 41, L 52
	148,276	IBT, JC 18, L 182
	147,425	L 781
	147,272	IBT, L 714
	146,221	IBT, JC 87, L 612
	146,074	IBT, EC, JC 10, L 25
	145,152	IBT, L 399
	143,686	IBT, EC, L 16
	143,039	TX Conf., JC 58, L 988
	142,962	JC 16, L 277, L 707
	142,832	L 64
	137,896	IBT, SC,
DC	136,769	IBT, CC
	136,578	IBT, WC
	132,154	WC
	130,184	IBT, L 211
	130,069	IBT, WC
	129,416	IBT, SC, GA/FL Conf.
	129,415	IBT, L 200
)C	129,048	IBT, L 730
	128,652	L 813, L 1034
	127,947	SC, TX Conf., L 745

Name	City	Total Compensation	Affiliates
Robert Pavolka	Tacoma WA	127,777	IBT, JC 28, L 599
George Vitale	Detroit	127,689	IBT, L 283
James Hogan	Chicago	127,669	L 714
Robert Sasso	New York	127,642	JC 16, L 282
Duke Zeller	Washington DC	124,312	IBT
R. Jerry Cook	Atlanta	123,844	IBT, SC, GA/FL Conf., L 528
Harry Marshall	Denver	123,420	IBT, JC 3, L 17
Louis Richard	Washington DC	123,379	IBT
Robert Crapanzano	New York	123,353	L 27
Joseph Allgood	Washington DC	121,987	IBT
A.W. Parker	Houston	121,503	JC 58, TX Conf., L 968
Joseph Pecora	Mountainside NJ	121,482	L 863
James Coli	Chicago	121,147	L 727
Joseph Konowe	New York	120,865	IBT, JC 16, L 210, L 732
Frank Wsol	Chicago	120,397	L 710
Richard Collinson	Akron	119,081	IBT, JC 41
William Ferchak	New York	118,248	L 723
Norbert Miller	Modesto CA	118,108	IBT, JC 38, L 386
Chuck Mack	Oakland CA	117,680	IBT, JC 7, L 70
Max Sanchez	New York	116,633	L 810
George Moffatt[2]	Stockton CA	115,228	WC, JC 38, L 601
Vincent Pisano[5]	New Haven CT	115,145	JC 64, L 443
Harold Yates	St. Paul MN	115,151	IBT, JC 32, L 120
Gerald Klack	Washington DC	115,106	IBT
Paul Locigno	Cleveland	114,735	IBT
Robert Sinnett	Anchorage AL	114,463	L 959
Karl Rogers	Kansas City MO	114,317	MO/KS Conf., L 541
Samuel Stintsman	Cleveland	113,694	IBT, JC 41
Herbert Suvaco	San Francisco	112,889	L 860
Joe Pecora, Jr.	Mountainside NJ	112,825	JC 73, L 863
Andrew Suckart	Cleveland	112,136	IBT, JC 41
Fleming Campbell	Bethesda MD	111,990	IBT, EC
James M. Casey	Washington, DC	111,560	IBT
Robert Meidel	Chicago	111,503	CC, JC 25, L 734
Edward "Doc" James	Gary IN	111,398	IBT, L 142
Robert Cassidy	Canton OH	111,371	OH Conf., JC 41, L 92
Sherman Brown	Cleveland	110,992	IBT, JC 41
John Hartigan	Washington DC	110,451	IBT
Chuckie O'Brien	Hallandale FL	110,271	IBT
Everett Moody	Cleveland	110,098	IBT, JC 41
Anthony Rossetti[9]	Bridgeport CT	109,944	JC 64, L 191
Robert Kavalec	Cleveland	109,606	IBT, L 507
Maurice Schurr[6]	Philadelphia	107,125	IBT, L 929
Howard Bennett[8]	Albany NY	107,066	JC 18, L 294
Harry Davidoff[9]	New York	107,047	L 851
Joe Close[7]	Los Angeles	106,874	L 896
Richard Lyter	Washington DC	106,811	IBT
Richard Milone	Kansas City MO	106,048	L 541
Norman Hug	Louisville	105,789	KY/WV Conf., JC 94, L 89
Armando Fosco	Chicago	105,690	L 738
R. W. Frankowski	Los Angeles	104,567	L 986
Robert Flynn	Washington, DC	104,209	IBT
Wallace Clements	Washington DC	103,507	IBT
John Couts, Jr.[10]	Kansas City MO	102,573	MO/KS Conf., JC 56, L 41
Paul Steinberg	Chicago	101,969	CC
William Smith III	Hallandale FL	101,824	IBT
James Farrington	Washington DC	101,059	IBT
Thomas Kellerhuis	Minneapolis	100,783	IBT, JC 32

LM-2 Reports, giving the salaries and other financial information for local unions, are available from the TDU national office. Reports for most locals are available, but some will be delayed due to late filing by officers. (LM-2s free to TDU members, others please include donation.)

Ohio Local 284

Caloric Workers Tackle Problems

Local 284 Teamsters at Glenwood Range, a division of the Caloric Corporation, are worried about their futures. The spectre of unemployment is haunting the plant and the threat was used throughout contract negotiations late last year to push through another bad contract. A recent announcement that another Caloric stove manufacturing plant in South Carolina will be completed in 1989, about the time of the next contract negotiations, has only fuled the workers' insecurity. Yet the main concern of over 50 Glenwood Range employees at a recent TDU meeting was that the contract, bad as it is, isn't being enforced.

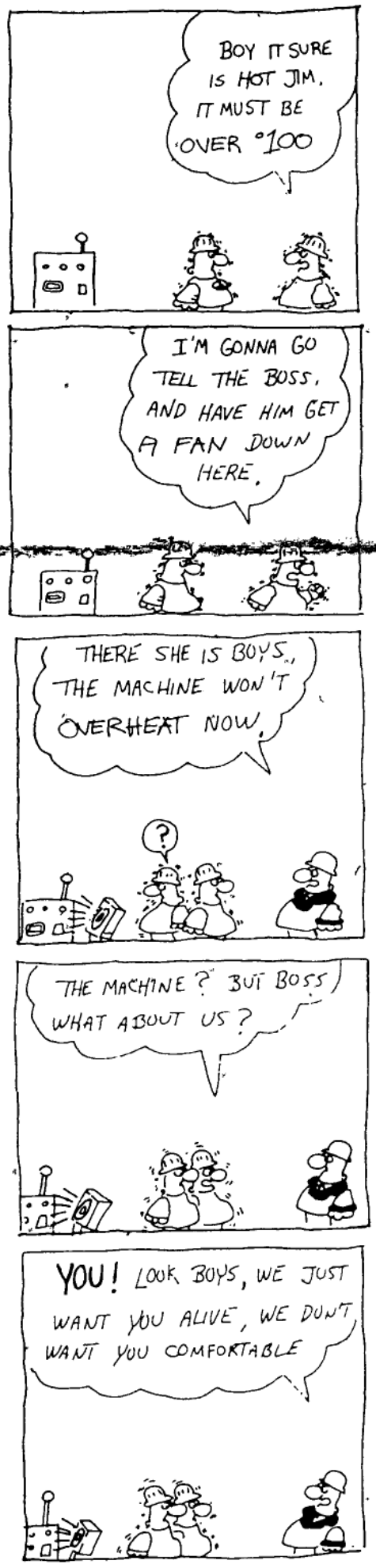
The reasons for complaints are clear: a virtual lack of seniority protection for workers, a grievance procedure which isn't working, the elimination of job classifications and creation of new ones at lower pay, safety and health violations and sexual harassment.

Seniority language doesn't even deserve to be called a union clause. In the event of layoff, the employer will only consider length of service if, "there is in the opinion of the employer relative equality with respect to ability, skill and efficiency."

The grievance procedure is a mockery of justice. Grievants, and even some stewards, aren't allowed copies of their grievances. The grievant is not allowed to appear at the important step three grievance level, the one immediately preceeding arbitration. The company is forcing every grievance to go to arbitration forcing the union to drop many arbitrations due to costs.

The contract ratification itself was a good indication of what Local 284 officials think of their membership. Questions weren't answered about important points in the contract, no opposition was allowed and when asked what would happen if the contract was rejected, officials responded "the company will shut the doors and we'll pat them on the butt as they leave." After that, union members were forced to an immediate vote with no time for discussion.

Hopefully, the workers at Glenwood Range have seen a light at the end of the tunnel. They know how a union can and should act. Organizing plans have been made to build unity among the employees and to put heat on local management and their local union officials to begin giving the kind of representation every union member deserves.


BOY IT SURE IS HOT JIM. IT MUST BE OVER °100
I'M GONNA GO TELL THE BOSS, AND HAVE HIM GET A FAN DOWN HERE.
THERE SHE IS BOYS, THE MACHINE WON'T OVERHEAT NOW.
?
THE MACHINE? BUT BOSS WHAT ABOUT US?
YOU! LOOK BOYS, WE JUST WANT YOU ALIVE, WE DON'T WANT YOU COMFORTABLE

GroceryBag

Workers Unite Against Two-Tier at Purity Supreme.

Boston Local 829 drivers and warehouse workers are showing real solidarity. With their contract expiring July 12, they voted strike authorization. The big issue is wage equalization, as a two-tier scale was introduced in the last contract. The company offered to put everyone at the same level, but with the condition that new hires start $3 below and take 3 years to reach scale. They also offered wage increases of 50/50/50 for warehouse and 60/60/60 for drivers. (Current full scale is $13.65 warehouse and $13.90 drivers.)

Purity Supreme members are uniting against the continuation of the union-busting two-tier. Even the recent hires, who stand to gain the most from the company's first offer, are holding firm. Negotiations continue.

Denver Members Defeat Super Valu's Unionbusting.

Teamsters at Super Valu's Denver warehouse have dealt a humiliating defeat to management's latest unionbusting trick. The company used a state law known as the "Labor Peace Act" to try to get the union-shop clause out of the contract. The law allows a company to force workers to vote on the union-shop provision, and if only 25% vote against it, then it is out of the contract. Super Valu, which has demanded concessions in all their Teamster negotiations conducted this year, bombarded the Denver workers with smooth-talking literature encouraging them to think that they were better off at the mercy of management than belonging to a union.

Instead of dividing the Local 435 rank and file, Super Valu's attack created new unity. On July 28, the workers voted 222-4 to keep the union-shop clause in the contract. This show of solidarity came after special meetings were held to show the company's plan for what it was, and to organize a vote in favor of the union. TDUer Tom Bernard, a Local 435 BA stated that "the company's really been obnoxious...their actions served to solidify the group."

Kroger Lawsuit.

The lawsuit being prepared for Kroger Teamsters under the Central States Pension Fund is picking up steam and will soon be filed. Attorney Ann Curry Thompson held well-attended meetings in St. Louis and Cincinnati recently to inform Kroger employees about the legal plans. On July 19, Columbus members held a meeting to get the ball rolling there.

Central States is refusing to give credit towards top benefits to Kroger workers for years worked prior to 1971, when they switched from a company profit-sharing plan into Central States. This is being done despite guarantees made at the time of the switch that the years in the Kroger plan would count as though they had been in the Central States.

Additional meetings are being planned to give interested Kroger Teamsters in other cities a chance to learn about the fight to save our pensions. For more information on this issue, and for a copy of the questionnaire which attorney Thompson is asking Teamsters to fill out, contact the TDU office.

We'll Be There

Dennis and Barbara Jean Nagle
Star Market
Local 25, Boston, Massachusetts

We think it is very important that all Teamsters and TDUers remember it's nice to say, "I'll be there," but it's great to say, "We'll be there." Reform in the Teamsters is essential to the fabric of our family.

Local 630 Gives "Gift" of Drug Test

In July, Local 630 and other Los Angeles area Teamster locals gave S.E. Rykoff Company the right to fire employees at will with drug testing language that even the International Union is abandoning as unfair and unjust. Other Local 630 and Local 848 members at Consolidated Food Services and other employers have already had this program forced on them.

The drug testing language is taken straight from the 1985 National Master Freight Agreement (NMFA). Since its signing, numerous problems and injustices have been revealed. The IBT's own top experts, including Health and Safety Director R.V. Durham, have admitted the problems, and Durham recommended suspension of the program to Presser. A lawsuit, *Day v. Presser*, was successful in getting the same language removed from the carhaul agreement covering 25,000 Teamsters. The new UPS contract, now being voted on, does not contain the language, signalling that Presser is realizing how bad it is.

Contract Not Expired, But No Membership Vote Taken

But Local 630 and 848 officials have not gotten the word, and when Rykoff steward Wilson Overall raised these points and requested that officers call IBT headquarters to check with Durham, he was ignored. In fact, they didn't even know who R.V. Durham was. They then moved the dealings down to the union hall to sign the employer's program, with the steward conveniently out of the picture. All this happened in mid-July without a vote by the rank and file, who are reportedly 90% opposed to the program. The contract has not expired, so this was a mid-term gift to the employer by the union.

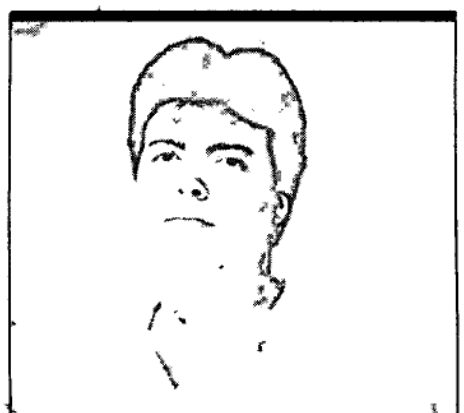
Employees are considering banding together to defend themselves and, if possible, get rid of the program.

UPS Contract Ignores Concerns, Represents Broken Promises

On the weekend of July 18-19, some 20,000 UPS Teamsters across the USA attended union meetings. Most of them received TDU Contract Bulletins to learn about the contract proposal offered up by Jackie Presser's appointed negotiator, Dan Darrow. If the vote had been taken at those meetings, this proposal would be history and the negotiators would be back at the table trying to come up with an acceptable offer. Sentiment was strong at almost every meeting.

But voting is underway in the usual mail referendum process, with ballots to be counted August 17. This means TDU members and other concerned Teamsters are working to reach the remaining 80,000 members, those less involved or interested, but whose vote counts just as much.

Everyone was surprised at the puny economic settlement of 30c a year, well below the 50c raises that other contracts, like in freight, have been providing. UPS made $668 million in after tax profits last year, and is running well ahead of that pace this year!



Broken Promises

Even more important, the contract proposal represents a broken promise. Back in January, the International promised that this time would be different: membership input would finally be listened to. But members' concerns on production harassment, the need for more time off, and dealing with giveaways like two-tier wages and concessions in the growing overnight air service division were ignored. Local after local submitted a request that this time the union not allow the company to substitute "bonuses" ($1,000 full-time, $500 part-time) for wage increases, a scheme to buy the votes of those less union-minded and those part-timers only to work a few months. This too was ignored, and the bonus is back.

There are some good language changes in the employers' offer, such as providing some change of operation language for drivers, improved pension plan for part-timers, and overly weak language providing that management shall not "coerce" employees.

Two victories TDUers feel proud of: there is no drug test language in the national, though there can be in some supplements, and UPSers in the South will finally gain equality on pensions. Both are issues TDU has fought long and hard on.

As we await the outcome of the vote, we should all recall the final words of labor organizer Joe Hill, "Don't Mourn, Organize!" The UPS Committee of TDU is dedicated to that principle. Our focal point for organizing now is the national meeting on October 10-11, at the TDU Rank & File Convention—where you can be part of planning for the future.

I'll Be There

Jim Reynolds
United Parcel Service, Steward
Local 804, Rye, New York

This will be the fourth convention I've been able to attend. I will be proud to represent the Elmsford barn at this year's convention, and grateful for the educational seminars, legal advice and spirit of unionism that the convention always provides.

Feeder Drivers Aren't Paid For Increased Productivity

When the nationwide double bottom law went into effect, UPS feeder drivers started pulling 52-56 feet of trailer instead of 40 feet. Our productivity increased by over 25%. In our area we got a 45c per hour bonus for pulling the doubles, or roughly a 3% pay increase. This was a great windfall for the company.

Now along comes the speed limit of 65 miles per hour. Driving 65 rather than 55 increases productivity by over 18%. But, instead of getting a bonus for this greater productivity, feeder drivers are faced with a pay cut of about one hour per day.

UPS feeder drivers' pay for pulling doubles is around $15.71 (Southern Conference). Sounds pretty good, right? Well, compare our pay scale with that of drivers performing the same work at Roadway, Yellow or CF. These drivers are paid about 36c per mile, so if they average a 50 mph rate they earn an equivalent hourly rate of $18.00 per hour. At a 60 mph average they would earn about $21.60 per hour.

How does the UPS hourly rate work out per mile? At $15.71 per hour, at a 50 mph average, it comes out to about 26¾c per mile. Do you laugh? It's no fun at non-union drivers who work for J.B. Hunt and other scab companies? Well, don't laugh too hard, because when you fly by them at 65 mph you are not making much more per mile than they are.

What's next for UPS feeder drivers in the push for greater productivity? My point is that our pay increases should be equal with the amount of increase in productivity.

What about hook-up time? Ask a freight driver if he can punch in, do the paper work, pre-trip the tractor, locate the trailers, get a dolly, assemble a set of doubles, pre-trip them and be off the yard in 35 minutes.

—UPS Feeder Driver
Western, Tennessee

Contract Watch

Membership Action. From coast to coast, members have done a great job of distributing contract news and organizing against the first offer. A few reports: Louisville, Kentucky drivers sent a team to distribute a special bulletin at the giant air hub facility. Between one and two thousand Teamsters work at the hub; Madison, Wisconsin UPSers had an informational picket to express their feelings about the contract; New York/New Jersey TDU carried out distribution at several major centers; Atlanta TDU members have distributed contract news in Atlanta; California TDUers up and down the coast are getting the information out, as are Washington State and Oregon members; Detroit UPSers put out a special edition of their **Right Idea** newsletter on the contract.

Locals Oppose Contract. While many officers rode the fence or tried to sell UPS' dream contract, a number of locals came out against the inferior offer. The entire executive board of New York Local 804 (the largest UPS local) announced to a meeting of 500 that they recommended a no vote. Most New England locals oppose the contract. The Worcester Local 170 BA sent out a letter to members urging rejection and officers in Hartford and Waterbury told meetings that they would not vote for it. Virginia Beach Local 822 did the same and Denver Local 435 leader Linda Gregg is urging rejection due to the sellout language on air hub employees. Philadelphia Local 623 has also opposed the offer.

UPS and Downs

Management Goes All Out to Sell Contract.

Across the country, UPS management has been very busy trying to sell the UPS contract offer. In many cases their over-zealous attitude and fear of votes against the contract has lead to violations of labor law. A number of areas, including Seattle, Florida, Wisconsin and others, have reported instances of management trying to stop the distribution of contract literature. In Seattle, a supervisor went through lockers in the women's locker room (the supervisor is male) searching for TDU literature. In Florida and other areas, members have been told that distribution of any literature on company property is prohibited. Time after time, the National Labor Relations Board (NLRB) has cited UPS for violations like these. Charges pending in some of these new cases will lead to yet more rulings by the NLRB against UPS.

Other tricks are being used by both management and union officials. Part-timers are being told that if they vote no they will be out of a job. Some members are being told, falsely, that not voting at all is the same as voting no.

North Carolina UPSer Wins Right to Distribute.

When Charlotte yard shifter Mark Franks showed up for work on March 26, feeder manager Robert Washington insisted on inspecting some papers Franks was carrying. All Franks had was a Charlotte newspaper, but Washington was looking for TDU literature. Franks and his attorney, Mike Sheely, filed charges with the NLRB over this violation of his rights. On May 12 UPS settled the charges and told Franks that they would not "interfere with or inspect the personal literature of employees' Teamsters for a Democratic Union [activities] and protected, concerted activities."

Clerks: Do You Have an "I Care" Attitude?

Documents recently discovered reveal a little game UPS management plays to evaluate center clerks. During the day supervisors call clerks over the phone, ask them a question about UPS's services and see if they answer correctly. On their evaluation sheet they also indicate whether the clerk had what they call an 'I Care Attitude.' It would be interesting to hear management define exactly what this attitude is and how supervisors determine if a clerk has it.

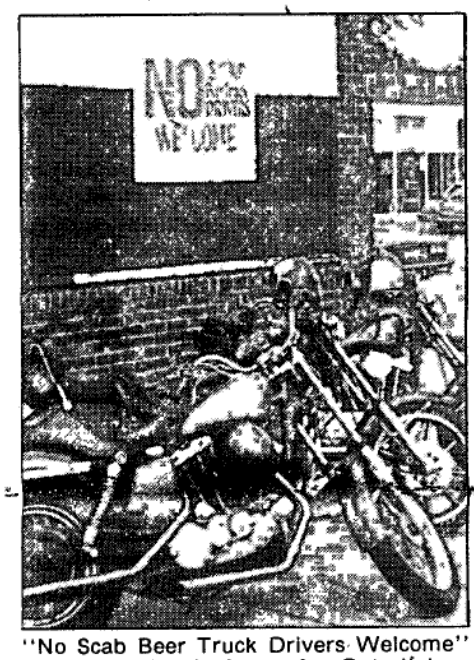
UPS Poised to Buy Emery, Flying Tiger?

According to reports in business publications, UPS is a potential buyer of Emery Air Freight and is also interested in a portion of Flying Tiger's Asian business. A June 29 article in *Crain's New York Business* stated that both Consolidated Freightways (CF) and UPS are considered potential buyers of Emery Air Freight. CF has reportedly purchased nearly 5% of Emery stock. The article also reports that UPS took out a $1 billion line of credit in May. Another potential UPS buyout target is the Japanese air freight business of Flying Tiger. *Crain's* points out that the air freight industry has not yet gone through the mergers that trucking, rail and airlines have experienced. Any bets on who will be top of the heap when all the mergers are done?

Eastern Carhaulers Move To Stop Leaseway Attack on Conditions

Leaseway-owned carhauling companies are attacking established conditions in an effort to gain greater benefits from the additional backhaul opportunity offered by the NuCar/Arco merger. Fortunately, alert Eastern Conference carhaulers quickly learned of the deal and are moving to block take-aways and ensure that members get a fair vote on any proposal.

The changes would curtail existing protections that make sure a driver is not delayed in pulling a return load and gets the load that was picked at dispatch. The secret "memorandum of agreement" was presented at a June 30 meeting of all BAs, Walter Shea, Morand Schmidt and Leaseway management. It was also discussed at the Eastern Conference Panel hearings on July 13. There is a rumor that the union allowed Leaseway to call in each BA alone to get their reaction, and that the reaction was negative.



"No Scab Beer Truck Drivers Welcome" reads this sign in front of a Detroit bar. Detroit area drivers, members of Local 1038, are on strike against management demands that would slash their wages.

Leaseway honchos have had meetings at some terminals to sell the concessions. Although the agreement provides for implementation "on or after July 20," no action has been taken as of July 24. Some managers have asserted that no vote will be held on the extensive changes. If necessary, that assertion will be challenged in court. The "agreement" obtained by TDU is very vague and poorly written, which would probably lead to further "interpretations" in the future (and also make a complete and accurate description difficult.)

The key terms of the agreement read: "The following principle shall apply to Article 32 backhaul loads between Anchor and non-Anchor terminals. Article 39 will continue to apply between Anchor terminals . . . plant and rail location zones will be developed and will be placed on the dispatch list. The company agrees that if the zone load is not available when that driver arrives, the driver will take the longest load in the direction of his home terminal or the next point of pick-up if an ABC dispatch. In either case, the driver shall be paid the difference between this trip and the *first* point in the zone..."

At a five-hour meeting on July 22 with a drivers' committee in Selkirk, New York, Leaseway manager Dave Smith described the eight huge zones which would be created, some covering four states. On import loads, if the driver's load is not available, the deal allows the sending of drivers to "a terminal in the same geographical area." It creates new categories of loads such as "same day import loads", and "second day import loads," which it appears would be paid differently. It refers to ABC dispatches without referring to the restrictions which currently protect many drivers.

One thing should be clear: this deal is a massive gift to management. What are they willing to give in return? How about no running mile deals? Or full pay for delays and loading? Let's face it, Leaseway is making record profits. Can we honestly say they have earned gifts like this from us based on their performance and honesty?

The exact terms and consequences of this deal are not 100% clear. This is reason enough to vote against it.

This is another effort to divide us. One terminal manager said, "It's either big blue (Leaseway) or big yellow (Ryder)." They hope we won't realize that any concessions one group of employees give will be extended to the others and all Teamster carhaulers will be the losers.

Florida Organizing Boosted by Tampa Conference. Over 60 Teamsters gathered for a day-long Florida Educational Conference (above) on June 22, sponsored by Tampa area TDU activists. Freight, UPS and other Teamsters came from Tampa, Lakeland, Orlando and Cocoa to attend the workshops and develop plans for further organizing in the area. A legal rights workshop was presented by attorney Paul Levy, in additional to a grievance procedure workshop. Separate workshops were held to develop contract plans and gear up organizing efforts for freight and UPS employees. In the final organizational session, a steering committee was created to improve communication between Tampa and Orlando activists.

Montgomery Teamsters Build TDU. TDU has taken off in Local 612, which covers most of Alabama. The core of the organizing drive comes from UPS members in Montgomery. A recent meeting there drew about 40 local TDU activists.

At the meeting, members discussed progress made in reaching other UPS Teamsters around the state and in the Southeast. From a beginning in Montgomery, TDUers have recruited new activists from Selma, Opelika and Birmingham. Through the feeder drivers, specific plans were carried out to get contract information into the big Atlanta hubs. The end result has been the best organization around the UPS contract in the Southeast since TDU/UPS began.

Coast to Coast Carhaul News and Views

Convoy Company has no sense of justice. We have heard from a Convoy driver who resigned last year after the company and the union said that he had tested positive on a drug test. He learned later that the test was negative, but because he resigned rather than be fired, Convoy and the joint committee have refused to allow him to take another drug test and return to work.

Complete Auto Transit drivers in several terminals are angry that management unilaterally changed their pay system. Loads that used to go into payroll when they were dispatched are now being held until completion of all paper work. With some of the new coast-to-coast round-robins these days, this is a significant delay. CAT blames it on the computer. We may be truck drivers but we do understand that computers do what you tell them, not the other way around.

Testing! Testing! Lansing Anchor driver Alex Kubilis was upset when he learned that the July Michigan Grievance Panel hearings were to be held at the resort on Mackinaw Island right after the July 4 weekend. This is an extremely inconvenient and expensive location for members. But for those of you who think this was just an excuse for officers to have a little vacation on the members' dues, there is an explanation. It seems that employers wanted to combine the Michigan panel with the notorious Ohio panel. The union allegedly objected that members would not travel that far to panel meetings. They proposed having a test meeting at distant Mackinaw Island to prove their point. You've got to say one thing, the BA who thought up that excuse could think on his feet.

Bill Joyce, head of Chicago Local 710 is one of the big wheels who negotiates our contract. But you would never know it to see the rider he signed, two years later, at Convoy Company's operation in Chicago. Yard pay is cut to $9.20 and "the company may establish a rotating work schedule, where shifts may change during a work week."

We are pleased to report that **Leaseway** has wised up and decided not to kick out the NuCar/Arco owner-operators—as they had earlier announced. The shippers told Leaseway that they did not want drivers who had been giving good service to be thrown out. Too bad Leaseway management could not figure that out on their own.

Long Island Strikers Hold the Line

Low wages, no benefits, toxic chemicals and other horrendous working conditions forced workers for the K. Van Bourgondien Company in West Babylon, Long Island to strike over five months ago. Management refused to bargain for a new contract with Teamsters Local 810, which had organized the shop only two years earlier. Since February, 1987, the 55 strikers, mostly women, have walked the picket line six days a week.

Van Bourgondien is the major importer and distributor of tulip bulbs in the United States. Before Local 810 came on the scene, sweatshop conditions prevailed: a starting wage of $3.35 per hour; merit increases of 5c every two years with the highest paid workers (after 37 years) earning $4.31 per hour; no medical benefits; no sick days; no vacations; no holidays; no water fountains for the workers; no lunch room (forcing workers to eat at their work stations amid dirt and toxic substances); minimum sanitary facilities and exposure to unknown toxic chemicals which caused either allergic reactions or skin infections in all workers.

The union improved conditions, but was not able to solve all problems. The workers had a long way to go to reach the standard acceptable to most Teamsters. But any change was too much for the company. It filed a decertification petition and refused to bargain with the union.

In spite of these tough tactics, the membership held strong and overwhelmingly voted to strike. They vow to remain out as long as necessary to put an end to the kind of treatment which led to the major union organizing drives of the 1930s, which may have to be repeated in the 1980s.

Be There, October 10-11

Goal: Biggest Convention Ever

During late August and early September organizing for the TDU Rank and File Convention will move into full gear. Speakers and workshop leaders are being lined up, sessions planned and a massive campaign will be kicked off to build attendance. Our goal is to make this year's convention the biggest and best ever. Why should you plan to be in Windsor on October 10-11?

Do It for Yourself. The educational and planning workshops are reason enough to attend. Build your skills, get informed and discuss problems and issues with experienced labor attorneys and educators and Teamster leaders. Workshops at this year's convention will include: Leadership Training; Running for Local Union Office; Using the National Labor Relations Board; Safety and Health for Road Drivers; Using the Grievance Procedure; Legal Rights; Understanding and Organizing for Better Pension Benefits; New Strategies for Labor and more.

Do It for a Better Contract. A number of special strategy sessions are scheduled for freight, carhaul, UPS, grocery and other groups. The convention is the only place where rank and file members from across the country meet to discuss contract problems and set campaign plans. Be there to make sure your voice is heard. Be there to find out what will be happening in the 1988 contract bargaining round.

Do It for TDU. Our organization captures the respect and support of so many because we are truly a democratic, grassroots organization. TDU lives and grows because we show our support for it at the convention. Be at the convention to see democracy in action and to take part in setting the leadership and direction for TDU.

Do It for the Right to Vote. The spotlight will be on us when the convention opens. If for no other reason, be there to help us show the news media, the International Union and the Justice Department that Teamsters support TDU's call for the right to vote.

Do It for Solidarity and Friendship. The convention offers a chance to share in real union spirit and solidarity. Guest speakers like U.A.W. leader Jerry Tucker will share with us the experiences of other trade unionists. The Friday night dinner and Saturday night banquet give a chance to socialize and share experiences.

Do It for Jackie. When you think about the concessions that have been given, the lavish parties thrown in Las Vegas and the outrageous salaries Presser and Co. give themselves, don't just get depressed. Get to the convention as a way of letting Jackie and Co. know how much you really think of them and the way they are running our union.

I'll Be There

Millie Grant
TDU Steering Committee
Spouse, Local 728, Atlanta, Georgia

I believe that although my husband is the one in the Teamsters, it is also my job to help him when I can. One of the best ways is to come to the TDU Convention. I owe it to myself and to him. Last year there were more wives than ever. It was a chance to meet and talk to women from different parts of the country. The TDU Convention is one place where every member has an equal say. There is time to talk to folks as well as attend the interesting workshops. Don't miss it. I won't!

You Can Help Build the TDU Convention

It's summer and it's hot, but preparations for the TDU Convention are underway at the national office. Due to the earlier convention date this year, October 10-11, building attendance and planning convention events has to begin early. On August 8, the TDU International Steering Committee will be meeting to finalize convention plans. In addition, ISC members meeting in Detroit will stay overnight to do convention phone calling and planning on Sunday, August 9.

Chapter leaders and activists can play a big role in building attendance by starting right away. Here are several things you can do to help:

1. Order additional copies convention brochures and Convoy Dispatch. Members and bundle subscribers will be getting samples of the convention brochures. Let us know if you can use more.

2. Find out which members in your area are interested and encourage them to register early. Let the national office know of new people who are interested and we will help out by calling or sending them information.

3. Register early. Get your registration in early. It gets you the discount and makes our work go smoother—letting us concentrate on organizing newer members to come.

4. Organize a collection or fund to help members attend who couldn't due to financial reasons.

These steps and other help will ensure that this is our largest convention ever.

Women Teamsters Convention Fund

Several of us who are active women leaders within the TDU movement would like to see more women Teamsters attend the TDU Convention. So, we are offering some financial help to those sisters who would like to attend but could use some assistance.

We haven't set any firm rules, but would like to hear from women who want to participate and need help. We are glad to be able to offer a little solidarity in this way. Interested? Call or write the TDU office.

REGISTER EARLY

REGISTER NOW. . . SAVE $10!

Postmark your registration no later than September 23 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name_____ Local_____

Address _____

City_____ State____ Zip____

Phone ( )_____ Co._____

(if registering for others please include same info.)

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

			# of People		
Sat. & Sun.	$79	×	_____	=	_____
Sat. Only	$49	×	_____	=	_____
Sun. Only	$35	×	_____	=	_____
Fri. reg.	$20	×	_____	=	_____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms $65 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

____ Single room
____ Double room (with _____)
____ Fri. ____Sat. ____Sun.

# of nights ____ × $65 = **Housing Cost** = _____

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

_____

			# of Children		
Sat. & Sun.	$20	×	____ ____	=	_____
Sat. Only	$15	×	____ ____	=	_____
Sun. Only	$10	×	____ ____	=	_____

Childcare Cost = _____

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to **Convoy-Dispatch**.

____$25 — one year membership
____$60 — three year membership
____$15 — spouses, retirees and Teamsters grossing less than $12,000 per year

Membership Cost = _____

TOTAL COSTS = _____

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday only registration.

____$10 if postmarked by Sept. 23 ($5 one day)
____$10 travel over 500 miles one way
____$20 travel over 800 miles one way

Total Discount = _____

Costs minus discounts = _____

Amount enclosed = _____

Balance due = _____

MAKE FLIGHT RESERVATIONS EARLY! For the best fares reserve 30 days in advance. Call the TDU Office for more information.

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

SAVE OUR UNION-WITH THE RIGHT TO VOTE

The news media's discovery last month of government plans to go after the Teamster General Executive Board raised quite a ruckus. Now that the dust has cleared, it is clear that TDU's position on the right to vote for top officers is standing taller than ever. Dozens and dozens of interviews with TDU members and leadership took place, and an opinion article by TDU Organizer Ken Paff was printed in major newspapers like the *Washington Post* and *Cleveland Plain Dealer*.

In fact, our position has gained so much recognition that Jackie Presser decided to respond to it directly. That response, printed in the *Cleveland Plain Dealer*, was titled "Presser Responds to Dissident Teamsters."

In the article, Presser claims that Teamsters already have the right to vote, that the procedure is all very democratic, and that TDU is just complaining because Presser is so well-loved by the membership. Needless to say, he had to skip or "forget" quite a few facts. Apparently he was so impressed with the article that it was sent out to all IBT locals by the IBT Public Relations Department.

It can truly be said that all eyes are on us at this time. When the Justice Department makes its move in court (under the RICO law) we will intervene in the lawsuit. We will move for the election of all international officers, in a monitored election, and fight against the use of trusteeship. We will also push for a change in the IBT Constitution to give us the right to vote permanently. We feel this will do more to eliminate corruption than a court-ordered trusteeship. It will also be in the best principles of unionism.

TDU attorneys are prepared to take action, but the right to vote cannot be won by legal action alone. In the coming months we have to show that rank and file Teamsters are behind the proposal for the right to vote. We need to carry our message to Capitol Hill, the Justice Department and to the public to build support. The battle isn't over. Here is what you can do to help:

- Join TDU. The most basic, and important, way to show your support for the right to vote.
- Write your congressional representatives and encourage other members to do so. Some TDUers are organizing letter writing, others are getting signatures on petitions to send to Washington.
- Raise the issue of the right to vote at your union meeting, for discussion and even to pass a resolution in favor of the right to vote. To find out more on how to pass a motion, contact the TDU office.
- Write a letter to the editor of your local newspaper.
- Attend the TDU Rank and File Convention. When the 1987 convention opens on the weekend of October 10-11, national media will be there to get our point of view and see what support the reform movement has.

Motion on the Right to Vote

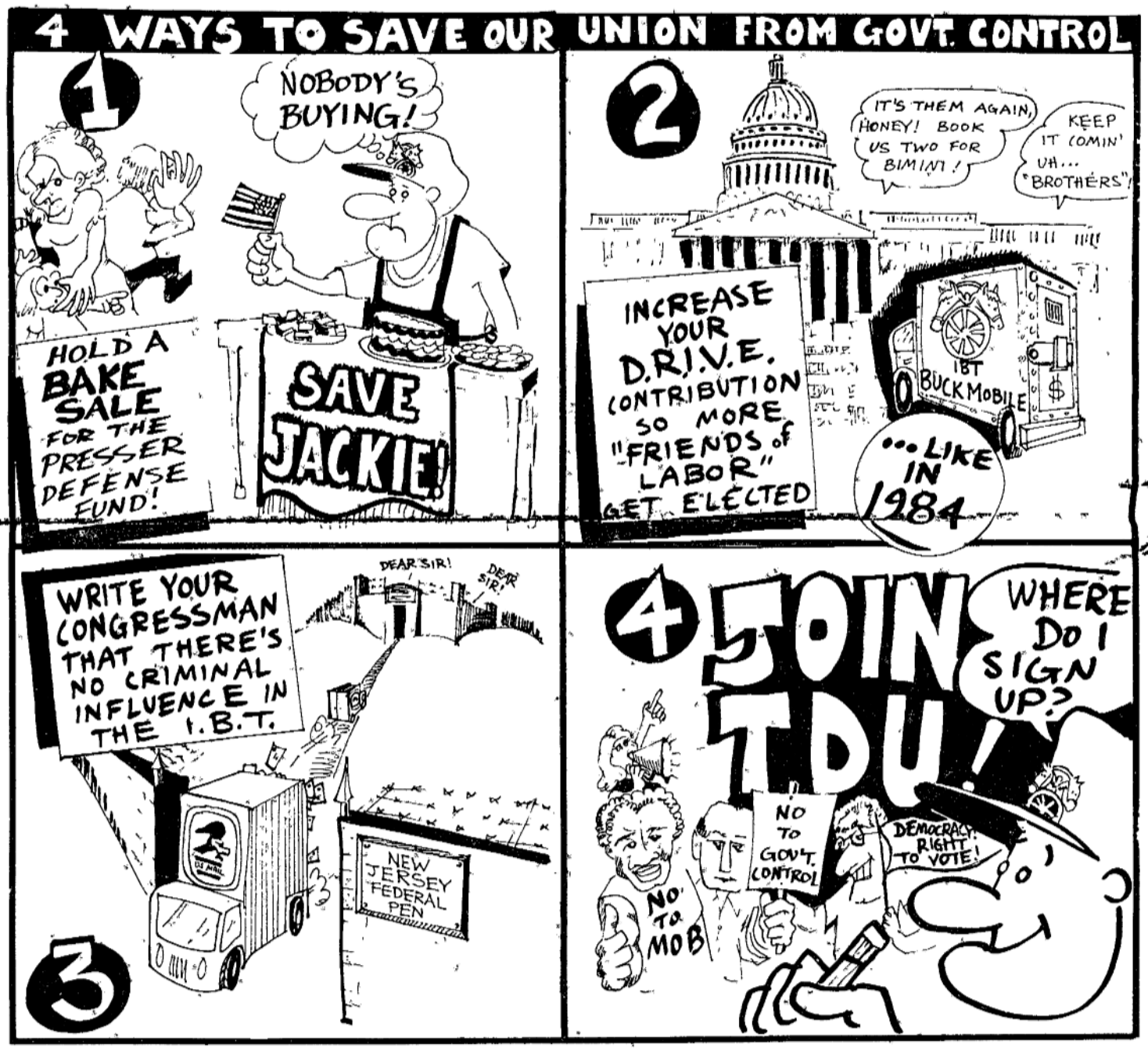
The following motion was introduced at the July membership meeting of the large Los Angeles Local 630. Then "democracy" was put to work. First the chair ruled it out of order. The members then voted to overrule the chair, in accordance with Teamster bylaws and Roberts Rules. Then the officers tried to table it, but that was also defeated by the members. So the officers stalled and delayed, until enough members had become discouraged and left the hall. Then they took a vote and defeated the motion by ten votes! But they did reveal their true reason for opposing the right to vote by the rank and file: they stated that the members of the Teamsters Union are not qualified to vote. Perhaps they have a point, but surely we could pick one better than Jackie Presser!

Whereas: the members of Teamsters Union Local 630 are aware that the federal government intends some form of takeover of the International Brotherhood of Teamsters;

And whereas: the members of Local Union 630 feel that the membership of the Teamsters Union knows more about what it will take to clean up our International Union than anyone that the federal courts might appoint;

Therefore be it resolved: the members of Teamsters Local Union 630 shall direct our Executive Board to communicate the membership's desire for free and democratic elections in the Teamsters Union to the Department of Justice and Labor, along with a request to keep the membership informed of the progress of any action by communication with the Executive Board of Teamsters Local 630.

Be it further resolved: that the Executive Board inform the members of our local not present of this motion by publishing this motion in full in the next regular Local 630 column in the Southern California Teamster newspaper.


4 WAYS TO SAVE OUR UNION FROM GOVT. CONTROL
1
NOBODY'S BUYING!
HOLD A BAKE SALE FOR THE PRESSER DEFENSE FUND!
SAVE JACKIE!
2
IT'S THEM AGAIN, HONEY! BOOK US TWO FOR BIMINI!
KEEP IT COMIN' UH... "BROTHERS"!
INCREASE YOUR D.R.I.V.E. CONTRIBUTION SO MORE "FRIENDS of LABOR" GET ELECTED
IBT BUCKMOBILE
...LIKE IN 1984
3
WRITE YOUR CONGRESSMAN THAT THERE'S NO CRIMINAL INFLUENCE IN THE I.B.T.
DEAR SIR!
DEAR SIR!
NEW JERSEY FEDERAL PEN
4
JOIN TDU!
WHERE DO I SIGN UP?
NO TO GOV'T. CONTROL
NO TO MOB
DEMOCRACY! RIGHT TO VOTE!

JOIN TDU!

TDU Membership Application Form

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone ( ) _____ Company_____
Area Code

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other_____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**

☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter).

☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)